

New Leave Bank protects staff from missed pay in health crises

To safeguard Gallaudet staff in the event that a personal illness or injury could cause them to use up all of their accrued leave time, a novel system of "banking" is being implemented on a trial basis by the Staff Advisory Committee.

The Leave Bank Program will conditionally allow regular status employees who have satisfactorily completed their probationary period, and extended temporary employees with more than one year of continuous service, to draw up to 60 percent of their normal pay in the event that illness or injury causes them to deplete all other forms of leave.

The leave bank will be in place from Feb. 1 through Sept. 30 of this year, when it will be evaluated by the Staff Advisory Committee, according to Cindi Olson, chairwoman of the Staff Advisory Committee.

Like most banking systems, the program works on the principle of saving. The number of hours in the leave bank will be built up through voluntary contributions of employees, and any withdrawals that are made will be paid back over a period of time. Hours donated are nonrefundable.

At this time, only sick leave hours can be donated to the leave bank, but Olson said that the committee is considering allowing employees to donate annual leave if it exceeds the maximum to be carried over each year.

A leave bank approval committee is responsible for reviewing and approving

requests for withdrawals from the bank. If a request for leave is not permitted, the committee will provide a written statement giving the reason it was denied. Employees may file appeals with the full Staff Advisory Committee.

In accepting leave hours from the leave bank, employees agree to a repayment schedule that calls for one hour of annual leave and one hour of sick leave to be contributed per pay period during the first year after returning to work, and two hours of both types of leave during the second year until the leave withdrawal has been repaid.

Olson said that a number of employees, mainly those in the federal government, have been using leave banks for their workers in recent years. The Staff Advisory Committee decided to try it here, she said, "because we wanted to make people feel they could contribute something back to help their fellow employees, if needed."

Staff will have to be willing to give to the leave bank in order for it to be beneficial, Olson said. "We need to have a high percentage of all staff participating to make it work. We can't just depend on the people who have been working here a long time and have hundreds of hours of sick leave [saved]. We need everyone to give, even if it's only an hour or two."

Initial deposits by staff are now being accepted for the leave bank.

For more information or to make a donation, call Olson at x5606.



The shape of things to come? This is the way it was on Kendall Green last winter, and the area has been hit by snow twice in '89. (See Gallaudet's snow policy, on page 2.)

Gallaudet constituency arrives in New Zealand for World Games

On New Year's Day, 63 members of the Gallaudet community arrived in Christchurch, New Zealand, to represent the United States and Canada in the Sixteenth Summer World Games for the Deaf, an event that drew 1,700 of the world's top deaf athletes from 30 countries.

Gallaudet is fielding 43 students, plus staff member Robbie Carmichael, a tennis player, in 13 sports including swimming, wrestling, team handball, volleyball, cycling, basketball, and soccer.

Fifteen other faculty and staff from University and Pre-College programs are at the World Games serving in roles ranging from training and coaching to videotaping. Dr. Ronald Sutcliffe, an assistant professor in the Department of Business Administration, is vice chairman for the games.

Gallaudet athletes have been training for the New Zealand games since the close of the last World Games for the Deaf in Los Angeles in 1984. The team flew to a training camp in Riverside, Calif., on Dec. 18 and left for Christchurch on Dec. 30. The competition began at the Queen Elizabeth II Stadium and Sports Centre on Jan. 7 and will end Jan. 17.

"We expect to do very well [in the

games]," said Donald Ammons, an assistant professor in the Department of Foreign Languages and United States representative to Comite Internationale des Sports des Silenceux (CISS). She added that the Gallaudet athletes expect some stiff competition, particularly from the West German and Russian teams.

Daily results of the games will be sent to Gallaudet's National Academy via FAX machine, Ammons said.

Interpreters needed

The Deaf Way conference and festival, a celebration of the world's deaf cultures that is expected to draw thousands of people to Gallaudet this July 9-14, is seeking candidates for an interpreting team. Deaf or hearing members of the campus community who have communication experience with deaf people from other countries or with people lacking complete language skills, and people with mime or theater backgrounds are encouraged to call Susan Newburger, x5096, by Jan. 31.



This year's winners of the Lillian Rokow Creative Writing Awards are (from right): Randall Gentry, \$1,500 senior prize, Glenn Devlin, \$750 junior prize, Kevin McLeod, \$500 sophomore prize, and Gregory Lee, \$250 most improved. Also pictured is contest coordinator Dr. John Miller.

Post-holiday shape-up offered

If excessive calorie consumption over the holidays has led to an unwanted change in your physique, or if you are looking for an energy boost during the work day, you may want to consider one of the many Gallaudet Workout Aerobic and Body Conditioning Classes being offered.

The classes, which begin Jan. 23 and run until May 12, include body conditioning, low impact aerobics, yoga, and one course ambitiously labeled "Fat Burner," all of which are designed to make you feel better about yourself. The classes are conducted in voice and sign language and are co-educational.

"I would encourage people to find an exercise program that suits their needs and find a place for it in their daily schedules," said workout coordinator Pattie Cinelli.

To make it easier to fit a program into employees' daily routines, the courses are offered at various times.

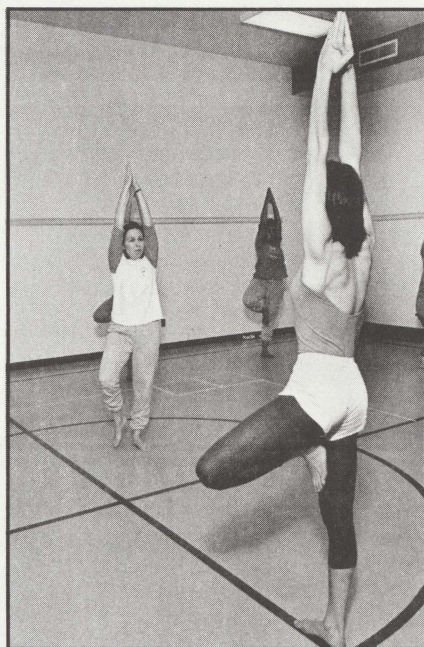
Registration for the classes will be held Jan. 19 in the University Center Atrium from noon to 2 p.m. To register during the first week after classes begin, stop by Room 101 of the Field House between 8:30 a.m. and 4 p.m.

The fees are \$4 per class on a walk-in basis, \$30 for a block of 10 tickets, and \$50 for 20 tickets. Tickets are good only through summer of 1989. The yoga classes cost \$25 and run from Jan. 25 to March 8 and March 15 to April 26.

Classes that do not have a minimum of 13 participants are subject to cancellation.

The class schedule is as follows:

- Monday—12:05-12:50 p.m., Fat Burner Workout, Dance Studio, Hughes Gym; 5:15-6:15 p.m., Workout, Hughes Gym.
- Tuesday—12:05-12:50 p.m., Body Conditioning/Toning, Dance Studio, Hughes Gym; 4:30-5:30 p.m., Low Impact Workout, Adaptive Room, Field House.
- Wednesday—12:05-12:50 p.m., Fat Burner Workout, Dance Studio, Hughes Gym; 12:05-12:55 p.m., Yoga, Adaptive Room, Field House; 5:15-6:15 p.m., Workout, Hughes Gym.
- Thursday—12:05-12:50 p.m.,



Instructor Diana Tokaji leads a class in yoga postures.

Body Conditioning/Toning, Dance Studio, Hughes Gym; 4:30-5:30 p.m., Low Impact Workout, Adaptive Room, Field House.

For more information about the Gallaudet Workout classes, call the Field House, x5591.

Snow policy set

In the event of a winter storm, Gallaudet President King Jordan has the final say on issues such as closing the University, transportation schedules at KDES, and early departures and late arrivals for employees.

Dr. Jordan has said that he will make decisions on these options and announce them to the campus as early as possible. The community can also call the weather hotline at x5656 (TDD) or x5000 (V/TDD).

Information will be provided by TV stations WRC, 4; WJLA, 7; WUSA, 9; WTTG, 5; and radio stations (FM) WKYS, 93.9; WGAY, 99.5; WAVA, 105; WMZQ, 98.7; WRQX, 107; WASH, 97.1; WJFK, 106.7; WLT, 94.7; (AM) WTOP, 1500; WRC, 98; WUST, 1120; WOL, 1450; WMAL, 63; WGMS, 57; WPGC, 95.

Staff development survey results in; will determine new workshop topics

Results of the employee development survey sent out last October by Kayt Lewis, Gallaudet's coordinator of employee development and relations, have been compiled and will influence future workshops offered for staff employees.

Twenty-one percent of Gallaudet's staff (more than 200 people) completed the survey. The following workshop topics are listed in order of preference, based on the surveys returned:

Topic	Percentage Response
1. Stress Management	58%
2. Improving Effectiveness	52%
3. Developing Executive Leadership	48%
4. Time Management	44%
5. Team Building	43%
6. Assertiveness Training	41%
7. Legal Aspects of Hiring and Firing	40%
8. Management Skills for New Supervisors	38%
9. Writing Skills	35%
10. Understanding FMS	34%
11. Orientation to Deafness	33%
12. Working with a Deaf Co-worker	32%
13. Successful Communication	30%
14. Office Survival Skills	25%
15. Interpersonal Skills Secretarial Interpreting	21%
16. Professional Telephone Skills	18%
17. Workers' Compensation	7%
18. Unemployment Compensation	14%
Sexual Harassment	14%

In addition, nearly 50 suggestions for other workshops not listed on the survey were received. They included "Self Defense," "Career Planning," "How Pay Scales are Determined at Gallaudet," "Speed Reading," "Intercultural Communication," "Leadership Training for Women," "Feeling OK About Being Hearing in a Deaf World," "CPR," and "Certified Professional Secretary Training."

Lewis expressed appreciation for all

the responses received. "The insights and suggestions will go a long way toward making the employee development program a success," she said.

Future workshops offered through the program will be publicized in *On the Green*.

Announcements

Development Office staff members have moved to the Merrill Learning Center while their office space in the Learning Center Annex is renovated. Anyone needing to contact Development personnel should check with the secretary to the director in Room LW 26 or call x5410. The staff expects to move back into the Learning Center Annex around Jan. 27.

Robert Silverstein, staff director of the U.S. Senate Subcommittee on the Handicapped, which is chaired by Senator Tom Harkin of Iowa, will speak on upcoming legislation relating to deaf people on Wednesday, Jan. 11, from 12:15 to 1 p.m. in the Abbey. This is the first in the spring Empowerment Lecture Series sponsored by the National Academy. For more information, call Pat Johanson at x5096.

"Expressive One-Word Picture Vocabulary Test Hearing Impaired Adaptation" is the topic of a workshop to be presented by Margery Miller, acting director of the National Academy, on Thursday, Jan. 26, from 9 a.m. to noon in "Ole Jim." The workshop is being sponsored by the Department of Audiology and Speech-Language Pathology. To register by Jan. 13 deadline, or to acquire more information, call Antoinette Allen-Talley at x5665.

Classified Ads

WANTED: Nonsmoking housemate(s) for 1 BR or 2; share kitchen, bath, and other facilities; pool & tennis; \$250/mo. for 1 BR plus split util. (more for 2 BR). Call 794-5758 (TDD) eves.

FOR SALE: IBM PC/JR w/printer, 4 yrs. old but in exc. cond., various software, expandable, \$450/BO. Call Deb Sonnenstrahl, x5440.

FOR SALE: '70 Volkswagen Fastback, running cond., new fuel tank and pump, needs some work, 103K mi., \$500/BO. Call Lou or Judy, 270-9332 (V) after 7 p.m.

FOR RENT: 1 BR in Takoma Park apt., live w/graduate student and professional females, must be nonsmoker and like cats, prefer female who signs, close to transportation, \$251.50/mo. plus 1/3 util. and deposit. Call Hilary or Bonnie, 588-6734 (V/TDD).

Job Openings

Some of the advertised positions may already be filled. The list below includes only new staff and faculty openings and does not represent all jobs available. To get a recorded message describing the complete list, call x5358 or x5359 (TDD). CAREER COUNSELOR II: Career Center FESTIVAL ASSOCIATE PRODUCER:

The Deaf Way
PAYROLL CLERK: Accounting Department
GROUNDSKEEPER/TRASH REMOVAL:
Physical Plant
GROUNDSKEEPER: Physical Plant

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"L.A. Law" actor Richard Dysart displays the international Better Hearing Achievement Award given to him by Better Hearing Institute National Chairman Richard Thomas. Dysart received the award for his better hearing public service message, which netted close to \$2,000,000 in donated magazine space and TV commercial time.